

Free Speech

SPECIAL POINTS OF INTEREST:

- **The 29 year Gift**
- **Meet Susan Fox**
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The Gift of ICCW: Highlighting 29 years of Service

Gov Tom Judge established ICCW in 1977 by Executive Order.

Committees addressed affirmative action, career development, day care and internal promotions. 1978, ICCW insured that all state departments had affirmative action plans and implemented EEO training. 1979, recommended to the Gov an inclusion of a sliding scale daycare program in the budget and initiated the Brown Bag Workshops. 1980, sponsored sexual harassment awareness and testified on personnel policies regarding compensatory and overtime pay. Gov Ted Schwinden signed a new Executive Order in 1981 and only one meeting was held. 1982 brought about reviews of personnel policies regarding pay scale and job classifications. Brown Bags introduced tough topics such as sexual abuse of children and self-defense for women. 1983, comments were provided to Admin's Personnel Division for alternate work schedules, disciplinary procedures and performance appraisals. 1984, members polled agency women on what they perceived to be important issues. Responses include: education and training, day care, upward mobility, state insur-

ance coverage, legislation, personnel policies. 1985, supported the concept of comparable worth and testified before the legislature on leave, probation and incentive awards. 1986, strong emphasis on training and childcare resources. Initiated child care survey. 1987, sponsored the first ever, Suit Yourself training series and launched the ICCW newsletter. 1988, organized a voter registration drive within state agencies and compiled the results of the child care survey. 1989, Gov Stan Stephens signed new Executive Order with updated goal statement "promoting the full participation of women at all levels of state government." 1990, testified to the Committee on State Employee Compensation to encourage a compensation plan that allowed for adequate pay and benefits for all employees. 1991, co-sponsored an insurance survey with MPEA. 1992, upgraded ICCW procedural guidelines to Bylaws. 1993, Gov Mark Racicot signed new Executive Order. Sponsored city commission candidate forum. 1994, initiated Take our Daughters to Work and became a member of the Breast and Cervical Cancer Coalition.

female average pay by EEO category and grade. Co-sponsored event with the Military Affairs service women. 1997, presented final report for child and elder care to Gov. Established mentoring program. 1998, created the ICCW webpage and hosted first networking group event on communications. 1999, hosted first annual Breaking the Glass Ceiling Awards. Testified on state government daycare funds (HB2) that initiated the state government contract with daycare. 2000, co-sponsored a gubernatorial candidate forum on Women's Issues with the Helena League of Women's Voters. Sponsored 1999 ELA winner to the National Excellence in Leadership Awards. 2001, celebrated the opening of the state daycare. 2002, completed succession planning survey and final report. 2003, adopted a family with CTI and presented report to the Governor on pay discrepancy. 2004, sponsored meet and greet for agency directors and legislators, collaborative host of United Nations Day. 2005-2006, solicited a wage analysis report, updated harassment brochure, established an online resource library. September 2006 marked the 29th year of ICCW and introduction of new members.

For a complete historical timeline visit:

<http://www.mdt.mt.gov/iccw/>



**"It is not what we give,
but what we share —
for the gift without the
giver is bare."**

James Russell Lowell

ICCW with
Lt. Gov John Bohlinger
2005-2006



1995, wrote and distributed sexual harassment brochure and collected holiday donations for the Friendship Center. 1996, drafted summation of male and

Celebrating Women



Susan Fox
Executive Director
Legislative Services

As the eldest of seven siblings, a physician father and nurse mother, why didn't Susan Fox consider a medical profession? You could say that Fox was born into public service. After securing a job in Legislative Services, Fox discovered that her grandmother was the Journal Clerk for the Constitutional Convention and had worked for the Legislative Council around the year Fox was born. Fox recalls her childhood growing up in Billings, "As a pre-teen I was always talking politics with my dad. I attribute much of my passion to him." By high school Fox thought she

would pursue a legal career, but as a freshman in college she discovered Sociology and embarked upon a scholastic journey that would expand her imaginative mind to philosophy, qualitative sociological research methods and theory. After obtaining a Masters in Sociology, Fox moved to Helena and worked a variety of part-time temporary research jobs, for the Board of Crime Control and Dept of Corrections. In 1989, she took a job with the Senate and again in 1991 with the House and fell in love with the Legislative process. In January 1992, with her acquired

experience, she was hired as a Legislative Research Analyst. Today, Fox is the Executive Director and openly shares that the path to success has many forks in the road. "It's important to take odd and interesting jobs even if they're not quite what you were hoping for. It stretches you to work harder and you make contacts for the future," she says.

As a soccer mom to two boys at home, she still finds time to teach sociology. "After all, there are few roadblocks in life that don't lead to other opportunities."

*"How wonderful it is
that no one need wait
a single moment
before starting to
improve the world."
- Helen Keller*



*Charity looks at the need
and not at the cause."
- Proverbs*

Training Resources

A New Attitude ***Achieve Personal and Professional Success by Keeping a Positive Mental Outlook***

You can survive at your job or you can thrive on it. The difference boils down to one word: attitude. Let go of yesterday's problems and be more successful today! You'll learn: Techniques to help you welcome change. Actions that boost your self-image. Approaches that fire up your per-

formance.

The Power of Persuasion

Do you sometimes feel as if you are speaking and no one is listening? As if you couldn't convince someone to do what you would like? In this six audio disk series, seasoned trainer and proven leader Jordan Davis will identify and teach you these essential skills. Jordan Davis will demonstrate how to get others to "see things your way". Packed with practical

how-to's, real-life techniques for making an emotional connection with others, becoming a more effective listener, and boosting your verbal and non-verbal communication skills you will become a persuasive communicator.

For a complete listing of available training resources visit

<http://www.mdt.mt.gov/iccw/training.shtml>

Individual Commitment

When you have a sense of community you care about the quality of life that surrounds you, your family, your peers and your friends.

Women who support other women through charitable acts such as clothing drives, food donations, or helping families in need in the community are

committed to a world of equality and social justice.

It is an investment choice for people who value the full participation of women as key to strong, equitable and sustainable communities. When women prosper communities prosper. Get on the bandwagon and support those less

fortunate than ourselves. It is a choice.

Do not deny those that choose to participate, but realize it is ok to say no.

Source: Women in State Government, Washington DC

In the Spirit of the Season

Lt. Governor John Bohlinger and Toys for Tots Coordinator James (Jim) Heffernan visited with ICCW members Barbara Bessey, Michelle Robinson and Jackie Williams about the impact ICCW donations would have on the local community. Heffernan served as a U.S. Marine from 1953-1956 and has served as the Toys for Tots Coordinator for the Helena community since 1978. Although he has done this for a number of years, he said it still astounds him as to the outpouring of support he receives in the Helena area. "Helena is a great place to live, with very generous people," he said.

Toys for Tots is about children. Children make up 29% of the population of the United States. Today's children are tomorrow's social, business and civic leaders; thus are one of the nation's most valuable and most important natural re-



sources. Unfortunately, 17% of today's children live in poverty. According to the U.S. Marine Corps Reserve Toys for Tots Program

their mission is to collect new, unwrapped toys during October, November and December each year, and distribute those toys as Christmas gifts to needy children in the community in which the campaign is conducted.

Giving USA Foundation report stated that American giving topped \$260 billion in 2005, with more individuals, including those not so well off, giving small amounts of money, using the Internet, to causes in which they believe. However, individual giving is the largest source of donations in the United States, accounting for 77 percent of all giving in 2005.



*"We know
that a
peaceful world
cannot long
exist, 1/3 rich
and 2/3
hungry"
- Pres. Jimmy
Carter*

"Can"struction: Building Opportunities

For millions each day begins and ends with the anguish of hunger. But Canstruction, a charity sponsored by the design and construction industry, is determined to end this suffering.

Canstruction is a design/build competition showcasing the talents of volunteers as they create sculptures from thousands of cans and boxes of food. These sculptures help transform lives, raise public aware-

ness and most importantly fill the shelves of local food banks working to end hunger.

One can represents the building blocks of these massive sculptures, proving that every act of kindness makes a difference.

When we think about millions of hungry people, we think of third world countries—not America. The truth is 30 million people are

undernourished in the United States.

Interested in designing and building a canstruction sculpture? Contact Jane Rhodes (444-2619) or Kathy McNeil (444-3774) of State Personnel for more information.

Helena's event begins the week of January 22-28, in the Capitol Hill Mall. Public viewing of sculptures is scheduled for January 26-28.

Bowl for Kids' Sake

Each year Big Brothers Big Sisters of Helena (BBBSH) sponsors **Bowl for Kids' Sake**, an annual event that generates nearly 35% of BBBSH funding for the year.

Fiesta Bowl is the theme of this year's fundraiser on January 27 & 28 at the Sleeping Giant Lanes.

BBBSH is soliciting for volunteers willing to assemble a bowling team

or gather pledges. Your participation helps BBBSH put caring adults into the lives of children.

Funds raised are used to provide guidance and support to at-risk children through the BBBSH program and are used directly in matching children with carefully screened caring Big Brothers and Big Sister volunteers.

Interested in forming a team? Teams are comprised of 4-5 bowlers, including the Team Leader.

To learn more about how you can participate or register a team, contact Big Brothers Big Sisters of Helena at (406) 442-7479, or email cathy@bbbs-helena.org



*"A joyful heart is good
medicine, but a broken
spirit dries up the bones."
Proverbs*

ICCW

INTERAGENCY COMMITTEE FOR CHANGE BY WOMEN

ICCW

Helena, MT

59624

Phone: 406-444-1520

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Meeting Schedule for 2007

| | |
|---------|----------------------------------|
| Jan 18 | 1:30-3:00 Library, Grizzly Rm |
| Feb 15 | 1:30-3:00 Mitchell, Rm 136 |
| Mar 15 | 1:30-3:00 Library, Grizzly Rm |
| Apr 19 | 1:30-3:00 Mitchell, Rm 136 |
| May 17 | 1:30-3:00 Library, Grizzly Rm |
| June 21 | 1:30-3:00 Walt Sullivan, 1st flr |

Creating positive change for all state employees
by promoting the full participation of women in
state government.

To learn more about women's organizations in
Montana making a difference visit
www.wfmontana.org

Visit ICCW on the web
www.mdt.mt.gov/iccw/

Make Fitness Your New Year's Resolution

Free Employee Health Screenings

The State of Montana Health Care and Benefits Division is very excited about changes made to the health screening benefit beginning 2007. Your participation will ensure its success and realize a cost savings as well. Health screenings will be held statewide, every year. These are FREE to all plan members and dependents over age 18. By participating in health screenings through the State, you save all co-payments or co-insurance that would apply through your health plan. The website will be updated as dates are scheduled. www.benefits.mt.gov/healthscreening Watch for e-mails at work, your agency newsletters, and flyers. Retirees will receive notification via US Mail. If you don't have a computer, please call 406-444-3809 or 1-800-287-8266 ext 3809 for help.

After you receive your confidential health screening results in the mail, simply mail, fax or bring them in to your physician.

If you are planning on seeing your physician** and you know the health screenings are coming up in your area, you can realize

cost savings by having the health screening through the State.

**If you choose to get these services done at your physician's office, you will be subject to paying co-payments and co-insurance.

Shape Up Montana

Need help sticking to those New Year's resolutions of weight loss and



exercise? Or if you are a smoker, helping you quit smoking by engaging in healthy activity? Get in shape with Shape Up Montana. Cost, \$5, ****Make sure to indicate State of Montana employee when registering**

Family members can register (you pay their registration)

Program is statewide, challenge your friends.

Shape Up Montana will e-mail you weekly exercises you can do at work or at home.

Shape Up begins February 1, 2007 and will run until May 1, 2007

<http://www.bigskygames.org/shapeup/>

Weight Watchers at Work

Interested in organizing a Weight Watcher's at Work meeting? You'll need at least 15 committed members and a Weight Watcher's representative will come to your workplace to conduct meetings. Don't have 15 folks, contact Diane (below) and have her match you with an existing group.

For additional information on any of the programs noted, contact Diane Arave 406-444-3809, darave@mt.gov

Diane Arave